



1ST CORPS SUPPORT COMMAND OFFICE OF THE INSPECTOR GENERAL



4th QTR FY 02

INSPECTOR GENERAL NEWSLETTER

JUL 02

1ST COSCOM IG CORNER

I want to take this opportunity to welcome those of you who are new to the 1ST COSCOM. You have indeed become a part of a dynamic team... A premiere logistics organization that relies constantly on timely and effective leadership to complete its diverse missions. This article is devoted to addressing effective leadership and its impact on soldiers in a way that proactively addresses soldier problems and concerns before they become IG matters of concern.

Whether at the squad or echelons above reality level, the principles of effective leadership have always remained the same. Early in my military career I came across the following excerpt from an article which accurately summarizes in basic format what true effective leadership is all about. I have hung it on every office wall I have had since then and I would like to share it with you. The "Ten Commandments of Leadership" are as follows:

1. Treat everyone with dignity and respect.
2. Set the example for others to follow.
3. Be an active coach.
4. Maintain the highest standards of honesty and integrity.
5. Insist on excellence and hold your people accountable.
6. Build group cohesiveness and pride.
7. Show confidence in your people.
8. Maintain a strong sense of urgency.
9. Be available and visible to the people that work for you.
10. Develop yourself to your highest potential.

I list these not to patronize any readers but to simply state that these are really the true ingredients for taking care of soldiers. There is nothing magical about any of these items on the list...The "commandments" merely strike at the core of human interaction and set the azimuth for the display of positive behaviors.

Historical IG case trend analysis tells us that when our clients visit an IG, they do so because in most cases, one or a combination of the above commandments has not been applied.

There are many reasons soldiers visit the IG but the most common visits come from soldiers who have reached a level of frustration with their chains of command. They either have approached their chain of command and were not satisfied with the answer they received, do not trust their chain of command, are seeking a quicker response, or believe their chain of command is ineffective or not in tune with their opinions. As we analyze soldier complaints we often find fragmented mutual communication flow which leads to a misdiagnosis of the problem. This often leads to a cure for a non-existing ailment.

Surprisingly, we also find soldiers who come to us with problems that their chain of command has no awareness of. As you can see, these situations could easily force a simple situation to be spun out of control. The key to my message in addressing soldier issues is to listen and understand the problem, research possible solutions, work the best course of action using the correct standard, inform the soldier of the status of your effort, and do not let the problem go away until it is totally addressed and corrected. Place high priority on resolving issues with soldier pay, leave, compensatory time, promotions, and awards. These are the predominant areas that will force a soldier to visit his/her IG. Make it a practice within your organization to breath life into those leadership commandments presented earlier and watch your organization soar.

The entire 1ST COSCOM Inspector General team is here to assist you any way we can. To stay abreast of developing changes and existing standards, roam through our Web page for it provides a wealth of pertinent and useful information. Welcome to the 1ST COSCOM.

LTC HECTOR DIODONET
Inspector General

THE 1ST COSCOM IG TEAM:

Inspector General.....	LTC Hector Diodonet
Deputy Inspector General.....	CPT Tawnya S. Evans
Acting Inspector General (Sinai)....	CPT Will Lasse
Inspector General NCOIC.....	MSG Larry Wise
Assistant Inspector General.....	MSG Odies Davis
Assistant Inspector General.....	SFC Lisa Williams
Assistant Inspector General.....	SFC Rhonda Phillips
Administration Secretary.....	Vacant

WE'RE HERE TO SERVE YOU!

Frequently Asked Questions

Can I apply for a 4-Year Green to Gold Scholarship if I already have some college credit?

Yes, as long as the college accepts you as an academic freshman and you have four years remaining in your course of study.

Can I wear ankle socks with the new Army PT uniform.

Yes. IAW AR 670-1 para 14-3. Commanders may authorize the wear of commercial running shoes, calf-length or ankle-length, plain white socks with no logos, gloves, long underwear, reflective belts or vests and other items.

Upcoming Changes to AR 608-99 Family Support and Child Custody, and Paternity Reg.

Revisions to AR 608-99, *Family Support, Child Custody, and Paternity*, **will become effective once the United States Army Publishing Agency (USAPA) posts the changes on their website.** Significant changes include:

Substitution of BAH II for BAQ as the basis of a soldier's financial obligation.

- Alleviating the requirement of a court order to establish paternity. Currently, a soldier has to possess a court order to enroll children born out of wedlock in DEERS. Under the new regulation, the birth certificate is acceptable proof.
- Delineating start and stop dates for support obligations. Support obligations will be clarified for periods less than one month. The current version is vague regarding start and end dates for support.
- BAH DIFF obligation eliminated. Currently, when a soldier's family lives in government housing, the soldier is obligated to pay the difference between BAH WITH and BAH (without). Under the new version, the BAH DIFF obligation is eliminated when dependants live in government quarters.
- 18-month exception for support obligation. Battalion Commanders may relieve a soldier of support obligations if a divorce is not obtained after 18 months of separation.
- Additional flexibility to relieve soldiers from a support obligation. If an exception to the support obligation is warranted, but not in the regulation, a Special Court Martial Convening Authority (SPCMCA) will have the authority to carve out an exception.

GUIDELINES FOR COMPLAINTS

Before consulting the Inspector General, here are some general tips for effective communication:

- Be sure you have a **problem**, not just a peeve.
- Give **your chain of command** a chance to solve the problem.
- If assistance is needed, contact your **local** Inspector General **first**.
- **Be honest** and don't provide misleading information.
- Keep in mind that **Inspector Generals are not policy makers**.
- Keep in mind that Inspector Generals **can only recommend, not order** a resolution.
- Remember Inspector Generals **can only resolve a case on the basis of fact**.
- **Don't expect instant action** on your request... Be patient.
- **Be prepared to take "No" for an answer.**

"Stamina" *How to Get It and Keep It!*

Being a leader in today's Army is far different than the past. The increasing level of competition, downsizing, the pressure to do more with less, and the pressure to be the best are key factors in causing stress to managers at all levels. Some managers will naturally adapt and be able to produce without losing stamina but not all leaders are not so lucky. There are millions of books, magazines and experimental studies to provide information to the world on how to maintain or gain one's level of stamina.

Experts state that sleep patterns, eating habits (nutrition) exercise, alcohol intake, and attitudes are all factors of maintaining stamina-weak or strong. The experts will argue over which point is the most important but it really depends on the individual.

Exercise is important because it helps to make and maintain one's body physically. Physical stamina will help a person be able to work longer hours, endure more physical stress, and combat injuries as well. Exercise gets the blood flowing and helps keep the body and mind stimulated.

Alcohol intake can be calming for some people but it is a proven fact that alcohol is a depressant and a dehydrating fluid. Maintaining healthy consumption rates versus consuming more than needed will contribute to a healthier mind and body. Eating habits are also key factors in maintaining strong stamina. A body cannot maintain physical strength without food and nutrition.. These are factors in healthy thinking. Fatty foods on the other hand may cause drowsiness and a sluggish feeling. Too many fatty foods and not enough exercise can also cause arteriosclerosis (hardening of the arteries), which can end up causing a myocardial infarction (heart attack). Stay away from the fats!

Sleeping habits are important but the level of importance relies on the individual. Sleeping is required because it gives a body time to relax and rejuvenate itself. Without enough sleep some experts say that short term memory and judgment can be impaired. Depending on the person and also the level of physical fitness a person may require less sleep but through numerous studies it has been proven that even when kept away from distracters people will make time to sleep.

Stamina is important factor to be successful in today's society. Each person must identify what is important to him/her and how it affects his/her stamina and ability to continue performing to be successful individually and for the Army.

The Chaplain has a new website!!!!

<http://www.bragg.army.mil/COSCOMUMT/>

Medical Hold Company Requirements

Active duty Army soldiers may be assigned to a Medical Holding Unit in an inpatient or outpatient status. The MHU will issue assignment orders. While assigned to the MHU, the patient may undergo further treatment, convalescence, subsisting out and start MEB processing. While assigned outpatient status, patient progress will be monitored and the patient will be added to the medical hold/patient squadron roster when appropriate. Assignment to the MHU will not be used to facilitate the early requisitioning of replacement personnel. Rather, members undergoing physical disability processing are to contribute to mission accomplishment at the parent unit to the degree possible.

Patients will be assigned to the MHU when meeting the following criteria: (1) Upon evacuation from a combat area to an MTF (Military Treatment Facility) maintaining an MHU. (2) When or as soon as the MTF commander determines that a patient will be hospitalized in excess of 90 days. (3) Upon hospitalization in a treatment facility with spinal cord injuries or brain injuries, or other long-term care requiring PEB action. (4) When the MTF commander determines that a patient, whose unit is scheduled for more than a local move, will not be returned to duty before the date of departure of the unit. (5) When an overseas MTF commander determines that a patient exceeds the theater length of treatment practices or requires special services no available and must be evacuated and not returned to duty. (6) When the MTF commander determines that a patient en route overseas will require hospitalization over 30 days beyond his or her scheduled reporting date. (7) When outpatients do not require inpatient care and are unable to perform even limited duty at their assigned unit. Information can be found in AR 40-400.

Losing the SGLI Line of Duty Information

Line of Duty investigations are conducted to determine whether or not disease, injury, or death has occurred in the line of duty. What does this mean? It means that LOD investigations determine whether there is evidence of intentional or willful negligence that caused the disease, injury, or death. LOD investigations are required when disease, injury, or death occurs under unusual or doubtful circumstances.

Personnel who decide to drink and drive, or consume drugs and drive should be aware to the following information. This information is taken directly from AR 600-8-4.

“Injury or disease that results in incapacitation because of the abuse alcohol and other drugs is not in line of duty. It is due to misconduct.

Injury or disease that results in incapacitation because of the abuse of intoxicating liquor is not in line of duty. It is misconduct. While the mere drinking of alcoholic beverages is not misconduct, one who voluntarily becomes intoxicated is held to as high as a standard of conduct as one who is sober.

Injury caused by driving a vehicle when in an unfit condition, and the member knew or should have known about it, is not in line of duty. It is due to misconduct. ...Unfitness to drive may have been caused by voluntary intoxication or use of drugs.

When an investigation determines that disease, injury, or death is not caused in the line of duty a soldier's benefits may be revoked.

THE COMMANDER'S AZIMUTH

Are you a
Transformational or Transactional Leader?

Transformational leaders are defined as leaders that “who inspire followers to transcend their own self-interests for the good of the organization and who is capable of having a profound and extra ordinary effect on his/her followers”. Transformational leaders are persons such as Winston Churchill, GEN Douglas McArthur, and Jesse Jackson. They are considered charismatic and by their personality traits alone can transform followers attitudes and trust by instilling a sense of importance and value of their jobs. Transformational leaders respect their employees, and recognize their employees' contributions and achievements. Charismatic leaders are said to have five common attributes: complete self-confidence, vision (to go beyond the status quo), strong conviction of their visions (commitment), extraordinary behavior (may be perceived as unconventional or not within the norm), and an image as a change agent rather than a keeper of the status quo.

A transactional leader guides followers in the direction of their goals and constantly clarifies role and task requirements. This type of leader relies on gaining compliance by offering performance rewards and threatening punishment for non-performance. Transactional leaders seek to convince employees that they will enjoy by complying. They use coercion to imply threats and by frequently checking on employees. They seek to reward offering favors, benefits, or future rewards for compliance. They also seek legitimacy and reciprocity. Legitimacy, by claiming the right to make a decision or by verifying that the decision is consistent with policies and rules and reciprocity, by appealing to followers based on feelings of debt (based on past favors) to the leader him/herself.

So, after you answer whether you are a transformational or a transactional leader you must answer the next question. Are you leading as if to make profound changes in the sphere of your influence?

"There is a soul to an army as well as to the individual man, and no general can accomplish the work of his army unless he commands the soul of his men as well as their bodies and legs."

W.T. Sherman, 1875

Promotion Point Reevaluations

Administrative reevaluations and total reevaluations are the two processes for promotion point reevaluations.

Soldiers who believe they have increased their latest promotion score by 20 or more points may request an administrative reevaluation at anytime as long as they are in a promotable status. Soldiers may request an administrative evaluation using a memorandum listing all supporting documents to be added to their latest promotion score and authenticated by the company commander. Additionally, the commander may increase or decrease the duty performance points.

A total reevaluation includes the following documents: the company commander's recommendation, promotion board appearance, and administrative points. Total reevaluations may be requested only after six months from the latest board appearance or last administrative reevaluation, and a DA Form 3355 must be submitted.

Soldiers who have between 781 and 800 points may have a reevaluation if the total points being added is at least 1/3 of the total points needed to reach 800 points.

Reevaluations must be submitted to the 18th PSB not later than the 10th of the month. Answers to questions pertaining to promotion point reevaluations can be found in AR 600-8-19 (Enlisted Promotions and Reductions).

Equal Opportunity Corner

Staff Assistance and Assessment Visits (SAAV)

Did you know that an annual requirement of the Army's EO program includes a MACOM inspection? This inspection is called the SAAV; the 1st COSCOM will undergo this inspection from 3-6 September 2002. This comprehensive inspection will include sensing sessions (all ranks, and positions), unit training record inspections, unit area walk through, assessment of Command Climate Surveys, and Office Calls with selected personnel. This inspection is in support of the 1st COSCOM Commanders EO program; it is intended to assist her in improving and sustaining the solid EO climate we enjoy in the First Team. The inspection criteria can be found by accessing the XVIII ABN Corps EO web site and downloading the ORA inspection checklist, your unit EOR may also receive this information from your Group/ COSCOM EOA. This important inspection demands command attention, have your unit EOR contact the 1st COSCOM EOA, MSG Hanson, for further assistance. Once again thank you for the support you provide to the great human readiness climate of the First Team. Until next quarter, remember the platinum rule "treat others as you would like to be treated".

FREE INFORMATION

The new and improved 1ST COSCOM IG website
<http://www.bragg.army.mil/coscom/main/staff/IG.htm>

You can find the following informational updates on the IG Public Folders. These include the new AR 670-1 (Wear and Appearance of Army Uniforms and Insignia) and the BAH Prime, which are explanations about how BAH is determined.

IG Office Location

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